

Evaluating a Situational Judgment Test for use in Multidimensional Complex Decision Making

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Decision making is a skill often sought to quantify. That is achieved primarily through tasks or questionnaires. The challenge with those approaches is that the metrics are often unidimensional. The Situation Judgment Test (SJT) is multidimensional and comprises real-world work scenarios, each with response options from which respondents select the most effective response. Although SJTs often show criterion-validity, this is typically obtained from post-hoc analysis and may be biased as it entails using the tool before its evaluation. Furthermore, the content and dimensions underlying the SJT work scenarios are not always known and the SJT may not capture dimensions crucial to the job. The aim for the present study was to evaluate the dimensionality of SJT scenarios for later use to select effective decision makers. Fifteen SJT scenarios were administered to 94 participants, along with several measures of dimensions deemed relevant to real-world decision making. All but one of these dimensions predicted performance on at least one scenario. Certain dimensions seemed to predict more scenarios than others did. The results indicated that the SJT scenarios were able to incorporate some dimensions relevant to decision making. Future research should examine other measures for evaluating SJTs prior use for assessing decision making.